National Title XI Workshop



Back Briefs - Order

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AMEDD
   AVN
    AR
    EN
    CM
  CGSOC
    IN
    MI
   ADA
    SC
USAJFKSWC
    MP
    FA
    OD
  TASSD
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Back Brief - AMEDD

Back Brief - AMEDD

- Issue #1: How are the BNs going to react once the Title XIs are gone?
- Discussion: The BNs are talking about having a full time AGR taking over instructor records and accreditation.
- Recommendation: Have/fund an AGR training slot (overlap time with TXI and proponent QA).
- Action Officer/Office: LTC Hirata/AMEDDC&S

Back Brief - AMEDD

- Issue #2: What is the Reserve Component going to do about instructor packets with profiles?
- Discussion: Need clarification on waivers for instructors with profiles/low PT performance because of MOB and deployments.
- Recommendation: Work with AMEDD NCOA to credential instructors on a case by case basis.
- Action Officer/Office: LTC Hirata/AMEDDC&S

- Issue #1: When are new Aircrew Training Manuals (ATM) going into effect and when are POIs updated?
- Discussion: All ATMs published by SEP 05. POIs updated starting in SEP 05
- Recommendation: Confirm publication dates with Directorate of Standardization and Evaluation (DES)
- Action Officer: Major Hannah

- Issue #2: Current Exception (ETP) procedure at USAAVNC
- Discussion: Had problems getting ETP approved.
- Recommendation: Senior Title XI processes ETP with proponent. TASS BN and Senior Title XI track progress. Add 30 day turnaround period to TRADOC REG.
- Action Officer: Major Hannah

- Issue #3: Status of distant learning on 15P10 course.
- Discussion: DOTD had a statement of work meeting on 15 JUN. Funds available to fix software.
- Recommendation: Continue to track software updates.
- Action Officer: Major Hannah

- Issue #4: 15X course move to WAATS
- Discussion: NGB agreed with POI. TASS BN still has a problem with the length of course. AVLOG sent POI to TRADOC. Course starts in FY 06.
 - 7 weeks vs 9 weeks
 - training is 5 days/8 hour vs 6 days/10hour
- Recommendation: TRADOC approve the 9 week course.
- Action Officer: Major Hannah

- Issue #5: FT Rucker not publishing courseware items on DTAC
- Discussion: 110th AVN BDE maintains current lesson plans.
- Recommendation: Have 110th AVN put courseware and dates on DTAC. Need a minimum of a catalog with dates.
- Action Officer: Major Hannah

• Issue #6: RC Coding on POIs

• Discussion: POIs with RC coding was believed to restrict course only to RC component.

• Recommendation: Put in the POI course scope that course is open to all soldiers.

Action Officer: Ms. Hill

- Issue #7: How is QAO and Title XI supporting accreditation in the future?
- Discussion: QAO and Title XI will continue to work together. The only change is at the TASS BN.
- Recommendation: Continue to perform accreditation.
- Action Officer: Major Hannah

<u>Issue</u>: Timely Incorporation of Lessons Learned into RC Courseware

<u>Discussion</u>: To keep training current, LPs must be updated quicker to reflect the COE in OIF, OEF

Recommendation: Survey DEMOB'ing Unit and Soldiers at DEMOB Sites to capture Lessons Learned.

Update and disseminate.

Action Officer:

Issue: TRADOC Regulation 350-18 Update

<u>Discussion</u>: 350-18 has been in draft form too long. It presently allows room for broad interpretation, lacks conciseness and clarity.

Recommendation: Rewrite, staff and publish final version.

Action Officer:

<u>Issue</u>: Distance Learning (DL) School Codes for RC Courses in ATRRS

<u>Discussion</u>: Presently coded in ATRRS under AC. This causes resourcing conflicts.

Recommendation: List under separate school codes for NG.

Action Officer:

Issue: FY06 Budget

<u>Discussion</u>: Move to Benning, Decrease from 7 to 4 Regions, and Losing 4 TXIs equals more travel at the same OPTEMPO.

More travel requires a bigger budget.

Recommendation: Allocate more money for Knox.

Action Officer: Mr. Paisley

ISSUE #1: COURSEWARE

A. CORRECT VERSONS

B. DISTRIBUTION

C. UPDATES

<u>DISCUSSION</u>: ENGINEER TASS BNs NOT USING APPROPRIATE COURSEWARE TO TRAIN STUDENTS.

RECOMMENDATION: EXPEDITE IMPLIMENTATION OF TECHNOLOGY TO PROVIDE PROPER COURSEWARE TO TASS BNs.

ISSUE#2: TITLE XI RESPONSIBILITIES

<u>DISCUSSION</u>: TASS BNs USING TITLE XIs FOR DUTIES OUTSIDE THE DUTY DISCRIPTION. I.E. 156Rs, SELF-ASSESSMENT, OPERATIONAL TASKS.

RECOMMENDATION: DISEMINATE MEMORANDUM FROM THE TASS DIRECTOR TO REITERATE THE ROLE AND DUTY DESCRIPTION OF THE TITLE XI (IAW TR350-18) TO EVERY TASS BN INSTITUTION.

ISSUE#3: TASS BATTALION ACCOUNTABILITY OF ACCREDITATION STANDARDS

<u>DISCUSSION</u>: TASS BNs WILL MORE OFTEN THEN NOT, FOLLOW GUIDANCE OF THEIR BRIGADE AND DIVISION (IT) INSTEAD OF ACCREDITATION STANDARDS

RECOMMENDATION: IMPLIMENT COMMUNICATION BETWEEN TASSD, TASS BNs AND THE PROPONENT TO INSURE A COMMON UNDERSTANDING OF STANDARDS/ GUIDANCE. ULTIMATELY IDENTIFYING TASSD AS THE ACCREDITATION AUTHORITY.

- Issue #1: Course/Phase scheduling
- Discussion: Courses and phases are scheduled in ATRRS for FY06 based on old POI. Having a different number of phases in the new POI will ultimately cause some phases to not be scheduled in FY06
- Recommendation: Delete redundancy within ATRRS IOT offer those courses that will fill and rename those that will not with phases not currently scheduled. Keep current ARPRINT but with better allocation.
- Action Officer/Office: TASS BN Cdrs

- Issue #2: New POI Implementation
- Discussion: Just received draft DMOSQ POI in August with a start date of Oct 06.
- Recommendation: New POI needs to be taught due to outdated POI; however, ATSC will have to expedite requests so instructors can prepare for 1st class Mar 06. Ensure and enforce the point that TASS BNs need to receive POIs in a timely manner as detailed by regulations (one year out)
- Action Officer/Office: Proponent/TRADOC

- Issue #3: Equipment-intensive POIs
- Discussion: Equipment-intensive POIs force TASS BNs to conduct AT at Proponent location. This would be workable if the supporting ECS had the Class VII equipment for the TASS BN; without dedicated equipment, too much training is at risk for notional status.
- Recommendation: ECS does not need dedicated TASS equipment, just more equipment to support the TASS BN rotations. Using AC equipment may be an option, but support for that proposal needs to come down from higher, not travel up from the battalion.

- Issue #4: Old equipment in POIs
- Discussion: New MOS POIs still have old equipment being taught, based on AR/NG MTOEs. Soldiers attending courses for last two years have all commented on why we are teaching equipment no longer on their MTOE. Also, old equipment that may be in unit is not what soldier will use when deploying.
- Recommendation: Proponent needs a solid understanding of the equipment found in the majority of units i.e. if only 15% of the units carry an old piece of equipment, delete that POI or provide to a student on a case-by-case basis.
- Action Officer/Office: Proponent/USARC

Back Brief - GCSOC

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- Issue: Impact on Title XI reductions on accreditation
- Discussion: Loss of Title XI oversight eliminates one Army training standard, makes accreditation questionable, especially during IDT
- Recommendation: Reduce visits by proponent from 50% to 33%; reserve component picks up the mission
- Action Officer/Office: CGS&C and USARC G-7

Back Brief - GCSOC

- Issue: Instructor shortages during AT at Ft. Dix due to mobilizations
- Discussion: The instructor pool for the ILE Battalions do not support the customer population. ILE Battalions coordinate guest instructors with other Battalions to make up the shortfall
- Recommendation: Reduce customer quotas; Activate an "instructor pool" that teaches at each Ft. Dix AT cycle by augmenting the TASS BN; Formal tasking to DIV(IT)s from USARC to provide instructor support
- Action Officer/Office: USARC G-7

 Issue: Title XI shortages (Proponent, OCS TASS BNs) and assignment procedures of incoming Soldiers

- Recommendation:
 - Submit and track requisitions for vacant Title XI positions in a timely manner
 - Term hire for GS-1712-11 at the Proponent assigned to the TASS Branch
 - Senior Title XI involvement in the assigning of incoming personnel (*screening*/location)/contact #s at Proponent

Infantry Proponent Title XIs (2 of 5)

– 1 MAJ: VACANT

– 2 CPTs: VACANT

2 SFCs: SFC Neace, SFC States

	OCS TASS BNs		INF TASS BNs	
RGN	AUTH 14 CPTs	O/H 5 CPTs	AUTH 14 NCOs	O/H 16 NCOs
А	CPT Locken	CPT McKeegan	SFC Parrish (PCS)	SSG(P) Jimenez
В			SFC Cotto	SFC Wise
С	MAJ Cole		SFC White/Wallace (RET)	SFC Turner
D	CPT Vital		SFC Parks	SFC Forde
Е			SFC Lafountain	SFC Hopkins
F	CPT Jones		SFC Giles	SFC Braden
G			MSG Tanaka (RET)	SFC Scott/McAlister

Contact: <u>NeaceT@benning.army.mil</u>
 (706) 545-5037, DSN 835-5037

- Issue: Equipment shortages for MOSQ, BNCOC, and ANCOC (AIMSS, Javelin)
- Recommendation: Continue to work equipment fielding issues (SACG-ARNG)
- Action Officer:

- Issue: Waivers are not being submitted in a timely manner to Proponent
- Recommendation: Waiver procedures are being revised for distribution (USAIS, SACG-ARNG)
- Action Officer: CPT Gardner, SACG-ARNG

- Issue: Test discrepancies (ANCOC, BNCOC)
- Recommendation: Proponent and SACG-ARNG are aware and working this issue
- Action Officer: Proponent and SACG-ARNG

- Issue: Electronic copies of POIs, TSPs, and CMPs are not accessible by the TASS Battalions (ASAT)
- Recommendation: Continue qualifying TASS personnel in ASAT and work Fire Wall issue w/DOIM
 - Interim solution: utilize Warrior University for TATS POIs, TSPs, etc.

https://www.warrioruniversity.army.mil

Action Officer: SACG-ARNG

- Issue: Title XI travel pay settlements with DFAS Orlando vs. Indianapolis
- Recommendation: Should be non-issue for FY06 with all Title XI personnel switching to the online Defense Travel System (DTS)
- Action Officer: Mr. Paisley

Issue: MOS Reclass Programs of Instruction (POI)

Discussion:

- Proponent not following TATS-C design concept (tricomponent POI development for AC, RC and mob instruction)
- TD impasses USARC Non-Concurred with 301-96B10 POI after 3 RC conducted pilot iterations
- TR 350-70 does not address IKPT resources and time

- TRADOC review and reject all POIs that are not TATS-C design (AC / RC equivalent)
- TRADOC resolve all impasses within a defined time line
- TRADOC modify TR350-70 to clearly identify responsibility to resource IKPT requirements
- Action Officer / Office: TBD

Issue: NCOES POIs

Discussion:

- MI Proponent POIs are outdated RC3 courses
- Status of BNCOCs (96B, 97B, 97E, 98G)
- TD&S solely responsible for course development / no supporting TD relationship with USAIC NCOA
- NCOES courses continue to be low priority

- Withdraw all RC3 NCOES courses immediately
- Staff / fund TD&I at 100% for POI development and updating
- Request USAR / NGB (MI Readiness Program) TD support

 Issue: Development / dissemination of Training Support Packages (TSP)

Discussion:

- Proponent disbanded section previously tasked to assemble and disseminate TSPs
- Proponent intent is for unit's to pull TSPs from ASAT
- No ASAT QC effort at MI Proponent
- Band-width constraints severely limit ability to pull TSP from ASAT at remote location
- De facto procedure is lateral transfer between TASS BNs
- ASAT cannot fully support classified material export

- Proponent assume responsibly for exporting COMPLETE TSP to TASS BNs
- TRADOC clarify / define intended relationship between ASAT and the dissemination of TSPs

- Issue: Defense Travel System (DTS)
- Discussion:
 - No formal training or awareness
 - No SME identified at TASSD level
 - RC not required to use DTS
 - DIV(IT)s not allowing TASSD issued laptops access on LAN
- Recommendation:
 - Incorporate awareness / training during TASSD inprocessing
 - TASSD coordinate certification of laptops with DIV(IT)s
- Action Officer / Office: TBD

• Issue: Security Clearance Verification

Discussion:

- TASS BNs allowing students admission without documentary evidence of security clearance.
- Clearance verification memos not signed by security managers
- TASS BNs checking clearance status via JPAS rather then requiring student's unit to produce documentary evidence

Recommendation:

- TRADOC mandate verification memorandums signed by security manager
- TRADOC update / clarify policy concerning security clearance verification and JPAS

Action Officer / Office: TBD

Issue: Instructor Certification Program (ICP)

Discussion:

- MI Proponent does not have an ICP
- Staff & Faculty Division staffing a Proponent ICP
- Moving towards aligning USAIC Instructor Recognition Program with TASS
- No standard for contract instructor requirements
- TRADOC guidance concerning an ICP

- TRADOC clarify / amplify intent regarding Proponent requirement to maintain an ICP
- TRADOC address requirements for contract instructors

Issue: Waivers

Discussion:

- School personnel not aware of circumstances that require a proponent waiver
- Approved waivers not being kept in appropriate locations (visitor's folder, instructor & student records)
- Forecastable waiver request submitted at last minute

Recommendation:

Units must submit mitigating circumstances when requesting a waiver

Action Officer / Office:

• Issue: Poor TASS BN QC of Records and Forms

Discussion:

- APFT Scorecards missing data (names, unit, ht / wt etc.) or grader same as test NCOIC / OIC
- Use of non standard forms as body fat worksheets
- PECs missing pre-requisite data or unit Commander's name / signature
- Duty position orders not signed or missing
- Counseling records indicate a lack of developmental counseling (all Ata boys)

- Develop TTP to disseminate TRADOC updates
- Title XI's communication with course managers / instructors

Issue #1: Title XI Sustainment Fund

Discussion:

- TASS battalions are not supporting Regional Title XI's with buying necessary items to support the Title XI program.
- Region C (Huntsville, AL) and Region D (Springfield, IL) are not providing Title XI soldiers office space. Huntsville, AL Title XI's are getting their support from an AC unit at RSA, AL.
- With Title XI slots being eliminated effective FY06, will TASS BNs continue to receive sustainment fund, or will Senior Title XI control it?

- Request Senior Title XI have control over sustainment fund.
- ADA proponent should order necessary items to support Regional Title XI's.

Issues: Implementation of NCOES POIs

 Discussion: Analysis of differences in old/new POIs

 Actions: Work w/USARC/TASS BN Cdrs on implementation

Issues: Title XI Drawdown

 Discussion: Providing support w/minimum impact on TASS BNs

 Actions: Increase areas of responsibility/ communications

Issues: POI Tracking

Discussion: Tracking POIs

Actions: Posting of POIs; implement also tracking of Erratas

Issues: Orders for Military Soldiers

Discussion: Attach/With Duty At?

 Actions: LTC Howe has lead; all orders amended to With Duty At

Issues: Items for Collaboration

Discussion: Good idea – (Restricted access; posted information)

Action: Minimize the information posted

Issues: ATRRS

Discussion: Pre-requisite for training

 Actions: TRADOC assistance of minimizing the loading of soldiers with MOS of the course attending

Issues: Retirement

Discussion: Strain on soldiers/resources

 Action: Need assistance on the review of the process to minimize the impact on soldiers

- Issue 1: POI completion and submission for USARC approval of the 37F10 and 38A10 POIs
- Discussion Points
 - The 37F1POI has been through validation and is going through final approval/resourcing. Expected completion is early FY06.
 - The 37F30 BNCOC will go through its first validation in November.
 - The 38A10 has not been validated and progress on that POI has stopped, pending the completion of the 38B (new active component duty MOS for Civil Affairs).
 - The 38A10 BNCOC and ANCOC POIs have gone through three validations and are going through final approval/resourcing.
 - Execution of both 37F and 38A POIs has been modified to reflect the inclusion of warrior tasks geared towards reclass soldiers. The addition of these tasks has increased the logistical requirements for the execution of courses.
 - The new POIs hinge on non-organic, MOS-specific equipments that is in short demand due to GWOT.

- Issue 1: POI completion and submission for USARC approval of the 37F10 and 38A10 POIs (Con't)
- Discussion Points
 - Classroom instruction has not essentially changed; the current shortcomings involve the method of delivery of POI materials (electronic distribution vs. hard copy) which has placed the burden of reproduction on the TASS Battalions.
 - Changes to the POIs have presented the TASS Battalions with new challenges in acquiring the equipment and resources necessary to conduct all of the mandated training.
- Recommendation
 - Continue to monitor the POI development process and push the POI through to USARC for final approval and follow up through assistance visits to the TASS Battalions and coordination with USARC and USACAPOC (the client command) to ensure that the TASS Battalions are receiving 60 to Aug 05 the necessary manning and equipment to execute the training.

Issue 2: The Title XI Reduction

Discussion Points

- Replacements have been identified for those Title XIs pending PCS.
- Currently CMF18 is not backfilling Title XI positions; however,
 CMF37F is continuing to assign against existing positions.
- These assignments will affect soldiers who are/may be assigned against vacancies in FY06.
- An unknown is what the budget requirement will be for a two-soldier operation to support the TASS Battalions in lieu of a ten-soldier operation.

- Collect official message traffic regarding the Title XI reduction and brief the CMF37 Branch Manager in full, with our current personnel reduction plan.
- Evaluate the number and frequency of assistance visits necessary to support the TASS Battalions with only two personnel.

Issue 3: Changes to SWC DQA and Accreditation

Discussion Points

- The removal of military SMEs from the SWC Department of Quality Assurance reduces the number of personnel with oversight on the TASS Battalion accreditation process.
- The removal in turn increases the responsibilities for oversight on the Title XIs.
- The removal of personnel with subject-matter expertise in the given fields reduces SWC's ability to evaluate their training; it reduces it to the level of adhering solely to the checklist with no feedback from SMEs on the actual quality of training or its standardization.

- TRADOC Department of Quality Assurance needs to evaluate SWC's ability to conduct their quality assurance program and accreditations.
- We continue to work with SWC DQA to get their quality assurance program back to the level it has been in previous years.

• **ISSUE #1:** POI Currency – How do we ensure that our TASS BNs get the POIs updated when the AC updates the proponent POI?

• Discussion:

- Whose responsibility is it?
- How can we influence the process?
- How will we do this when the TXIs go away? Does it matter?

- Training developer (USAMPS) must ensure constant communication with QAE for latest updates and changes to current edition of POI.
- QAE is responsible for ensuring the TXIs have access to the current POI for distribution to their TASS BN (Chief Instructors).
- QAE and Chief Instructor must establish and maintain a constant flow of communication in order to ensure course currency in the absence of the Title XIs.
- This relationship is critical as the Title XI reduction unfolds; emphasis is on the successful training of Soldiers.

 Issue #2: Equipment shortcomings for training courses (ANCOC, BNCOC, and MPRC) - Who has responsibility for ensuring TASS BNs have the proper equipment for training student loads?

Discussion:

- Who should units turn to for actions on resource issues: TASS BN Chain of Command, DIV IT, USARC etc…)?
- What is the role of Title XIs, Senior Title XIs and Proponent QAE?
- What happens if essential training items are missing?
- How does this impact accreditation?

Issue #2: Continued

- Centers of Excellence (COEs) established with appropriate equipment to accommodate MPRC and NCOES courses IAW POI requirements.
- USARC must understand the importance of ensuring that these COEs are equipped properly to ensure that BNs can successfully conduct training to standards with proper equipment.
 This does not exclude BNs from submitting the appropriate documentation, (156Rs, MOAs and MOUs) in a timely manner.
- Proponent QAE/Title XIs have responsibility for ensuring that proper documentation is submitted in a timely manner and short comings are addressed. This will allow ample time to resource shortages through other means (Brigade and Division level).
- Major end items that have no existing in lieu of item that can be substituted; training cannot be conducted to standard.
 COEs will facilitate a constant base of appropriate resources to meet POI requirement.

 Issue #3: How can we better prepare TASS BNs for accreditation? Are we doing everything as a Proponent to set the BNs up for success; which ultimately leads to quality training of NCO PME courses?

• Discussion:

- Unit Self- Assessments
- Waiver process. How do you influence the process at your level?

- A self assessment must be conducted by the individual unit in conjunction with the Title XI (60 – 90 days). These self assessments must have command visibility to influence the process.
- QAE office must thoroughly review these assessments in order to focus on those areas of concern that must be emphasized during the Staff Assistance Visit (SAV).
- Re-occurring waiver issues that impact training standards must be addressed as a Higher Headquarters Issue (HHI) 67
 in order to resolve the problem.

Back Brief - FA

Back Brief - FA

- Issue #1: Live Firing Safety Certification
- Discussion: Units Develop Their Own Safety Certification Program Which Does Not Allow For Standardization & Minimum Requirements
- Recommendation: Ft Sill Develops a Standardize Firing Safety Certification Program
- Action Officer/Office: Ft Sill QAO

Back Brief - FA

- Issue #2: Reduction of Title XI Soldiers
- Discussion: Forge a "Different" Stronger
 Relationship between the TASS Battalions and the
 Proponent School Given Elimination of Title XIs
- Recommendation: Develop a Line of Communication with the TASS BNs as to Actual Relationships Required to Ensure Quality Training for Soldiers
- Action Officer/Office: Ft Sill QAO with TASSD Support

Issue #1: Incorporating Quality Assurance Education into Accreditation and Follow-up assessments.

Discussion:

- QA has developed surveys to assist TD in assessing training.
- OD TXI is the test bed to get the program out to TASS BNs.
- TASS BN Commanders are briefed on requirement.
- What type of incentive is available to TASS BNs to ensure they complete the surveys?

- Continued education, let them know the e-mail is coming in six months.
- Survey currently not required by TRADOC, send information back to the commander and the log-on address that registered the Soldier to ensure the survey is tracked.

Issue #2: Updated POIs not making their way to the user

Discussion:

- POIs are sent out to the field with no verification of receipt at the USER level.
- USER is waiting for assessment to TXI assessment to verify current POI.
- Several TASS Bns have too many layers between instructors and information is delayed.
- Are Field TXIs confirm validity of POI prior to the start of each course.

- Post updated POI on the sustainment websites
- Access the digital library to print out most current dates for TATS POI (keep in mind that there is lag time as NGB/USAR have to approve changes)
- Continue to submit 2028s
- Action Officer/Office: CASCOM TD is already working on 11 Aug 04milestones

Issue #3: Continued accreditation during the reduction cycle of Field TXIs.

- Discussion:
 - How will TXI ensure continued standards once the reduction cycle starts?
 - Who in the TASS BNs will pick up the slack?
 - Can TASS BNs continue at current standards without a Field TXI?
 - How will this process affect Proponent TXI?
- Recommendation: The TASS BN's mission is to train soldiers. Someone on that BN staff is tasked to perform the mission many TXI have adopted.
 - Transfer responsibility of TXI to TASS BN Staff Member, Course Manager, or UA.
 - If no staff exist, term hire or activate NG/USAR to perform the function.
 - TXIs maintain continuity (smart) book.

Back Brief - TR 350-18

Back Brief – TR 350-18

 Issue #1: Pre-execution checklist for Officers

Discussion: Enlisted/NCOs use them

Recommendation: Add Pre-execution checklist for Officers

Action Officer/Office: OPS,TASSD

Back Brief – TR 350-18

 Issue #2: Use of proponent TXI personnel for non-TXI taskings

Discussion:

- Regulation does not specify state "Proponent TXI" when listing appropriate and inappropriate TXI missions.
- Some proponents are interpreting TXI duties erroneously.
- Such taskings can cause proponent TXIs to be unavailable for TXI missions for weeks at a time.
- Recommendation: Specify "Proponent TXI" when listing appropriate and inappropriate TXI missions.
- Action Officer/Office: OPS,TASSD

Back Brief – TR 350-18

 Issue #3: Standards Guide references in TR 350-18

- Discussion: Regulation makes several references to a "Standards Guide". However accessibility of the reference is not clear.
- Recommendation: Find the Standards Guide. If it is a stand alone document, regulation will only reference it. Guide should be detailed in reference.
- Action Officer/Office: OPS,TASSD

National Title XI Workshop

